DAU Knowledge Sharing

28 Oct 08

The Five Moments of Need

- *When Learning for the First Time*
- *When Wanting to Learn More*

Acquisition of Knowledge
Formal Instruction

- *When Trying to Remember and/or Apply*
- *When Things Change*
- *When Something Goes Wrong*

Application & Maintenance of Knowledge
Performance Support

Dr. Conrad Gottfredson, BYU

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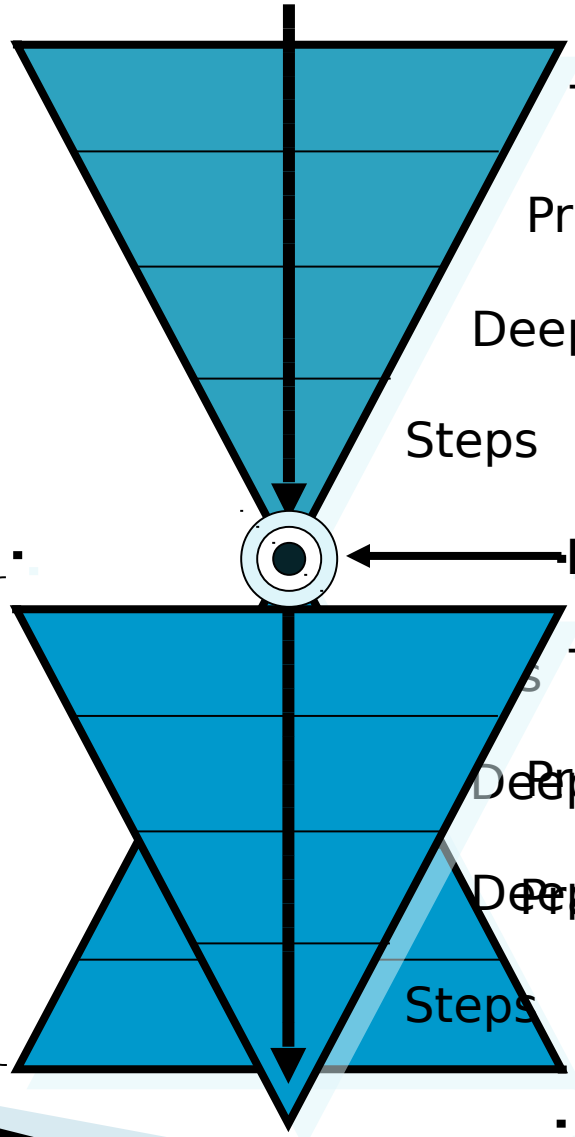
Formal Training vs. Targeted Performance Support



E-Learning 1.0

Training (First 2 Moments of Need)
TEACH

Performance Support (Last 3 Moments of Need)
DO

E-Performance 2.0

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AT&L Organizational Learning Timeline

Defense Acquisition University

DAU Transformation

1996 1997 1998 1999 2000 2001 2002 2003 2004

Organizational Alignment, Strategy, People, Process

Sep 98 DAU Transition Plan

Frank Anderson appointed DAU President 31 OCT 00

PLM Introduced JUL 02

Business System Modernization 2002-04 (MTM, Data Mart)

Performance-based Strategic Plan 02

Re-structure DSMC

Cycles of Leadership

01 DAU reorganized to five regions

OCT 02 Transition to Contribution-based evaluations (AcqDemo)

DAU awarded National Accreditation FEB 03

32,566 Total Grads

42,239 Total Grads

60,485 Total Grads

87,974 Total Grads

Established KM Officer position

KM Contribution Factor for Faculty MAY 02

Established 3 KPO positions JAN 02

Established course workspaces

Nov 99 USD(AT&L) Directs KM RIT

USD(AT&L) Directs KMS & CoPs JUN 00

V1 eLearning Roadmap published

V2 eLearning Roadmap published JULI 02

FY03 - 07 116% increase in contact hours above formal training (870K to 1.9M hours)

Products, Technology

EPMC Extranet

FEB 01 PM COP RIT w/OSD

OCT 01 Launch PMCoP @PEO SYSCOM Conference.

MAR 03 PMCoP transitions to DAU.

JUL 03 PMCoP changes to ACC "system"

ACC Growth

Market Analysis 200 Products Evaluated.

V1 CoP Implementation Guide published SEP 03.

Expanded ACC Servers and S/W

OCT 02 Conversion to Tomoye Simplify product.

OCT 04 Conversion to Simplify 4.1.

JUL 96 Deskbook goes online

AUG 02 Deskbook transitions to DAU.

AKSS V1.0

AKS S V2.0

AKSS V3.0

OCT 04 DAG Web-enabled

JUN 01 1st CL modules go online

FY02 33 CLMs online & 12K+ registered users

FY03 54 CLMs online & 123K+ registered users

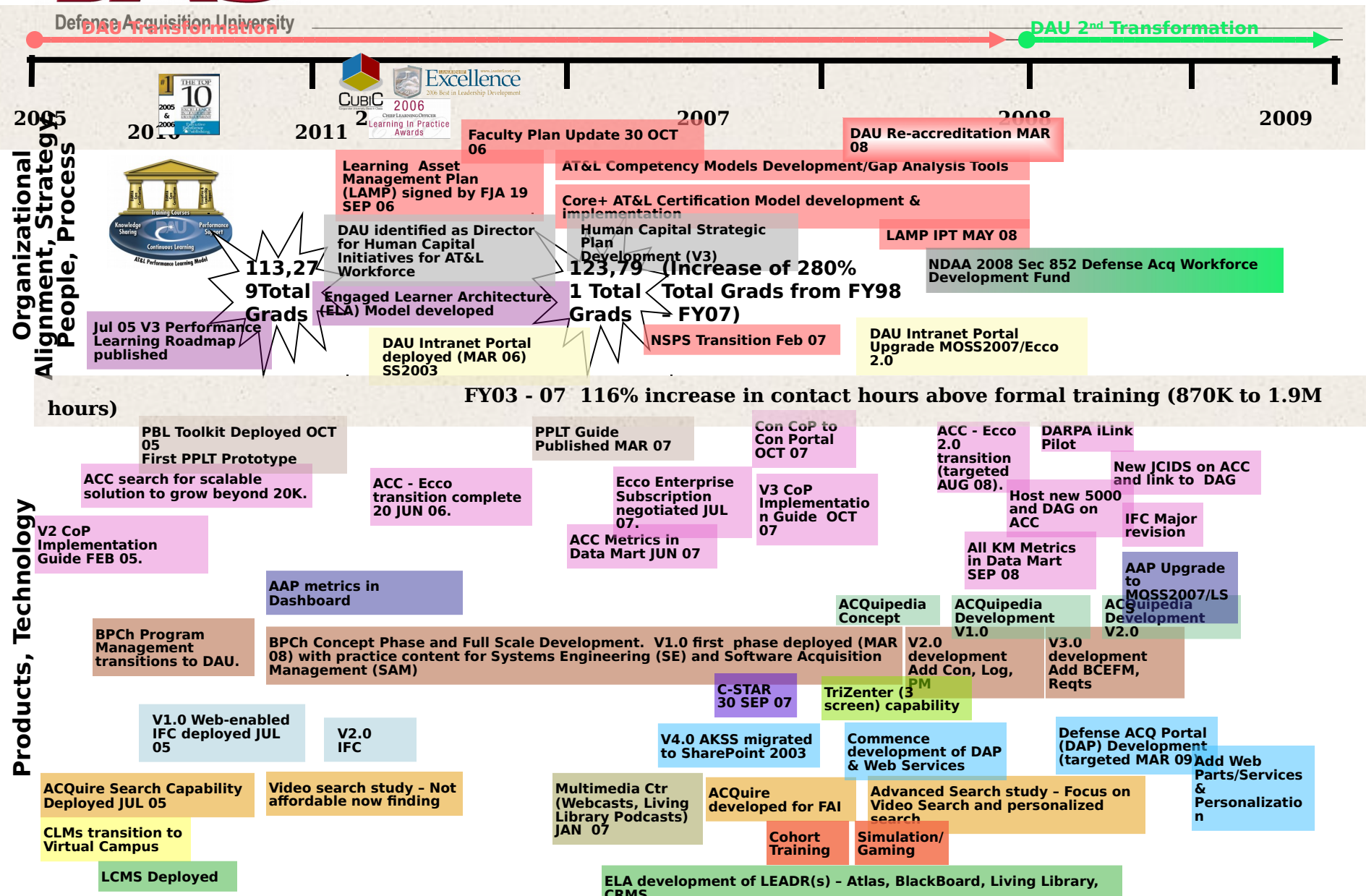
FY04 70+ CLMs online & 200K+ registered users

JUL 98 Virtual Campus LMS goes online

MAY 2003 Java based and SCORM LMS upgrade ATLAS Pro

LCMS Selection SumTotal

AT&L Organizational Learning Timeline


DAU Transformation
DAU 2nd Transformation
2005
2010
2011
2007
2008
2009
Organizational Alignment, Strategy, People, Process
Products, Technology
Faculty Plan Update 30 OCT 06
DAU Re-accreditation MAR 08
Learning Asset Management Plan (LAMP) signed by FJA 19 SEP 06
AT&L Competency Models Development/Gap Analysis Tools
Core+ AT&L Certification Model development & implementation
LAMP IPT MAY 08
DAU identified as Director for Human Capital Initiatives for AT&L Workforce
Human Capital Strategic Plan Development (V3)
NDAA 2008 Sec 852 Defense Acq Workforce Development Fund
113,279Total Grads
Engaged Learner Architecture (ELA) Model developed
123,791 Total Grads
(Increase of 280% Total Grads from FY98 – FY07)
Jul 05 V3 Performance Learning Roadmap published
DAU Intranet Portal deployed (MAR 06) SS2003
NSPS Transition Feb 07
DAU Intranet Portal Upgrade MOSS2007/Ecco 2.0
FY03 - 07 116% increase in contact hours above formal training (870K to 1.9M hours)
PBL Toolkit Deployed OCT 05
First PPLT Prototype
PPLT Guide Published MAR 07
Con CoP to Con Portal OCT 07
ACC - Ecco 2.0 transition (targeted AUG 08).
DARPA iLink Pilot
New JCIDS on ACC and link to DAG
ACC search for scalable solution to grow beyond 20K.
ACC - Ecco transition complete 20 JUN 06.
Ecco Enterprise Subscription negotiated JUL 07.
V3 CoP Implementation Guide OCT 07
Host new 5000 and DAG on ACC
IFC Major revision
V2 CoP Implementation Guide FEB 05.
ACC Metrics in Data Mart JUN 07
All KM Metrics in Data Mart SEP 08
AAP Upgrade to MOSS2007/LS
AAP metrics in Dashboard
ACQuipedia Concept
ACQuipedia Development V1.0
ACQuipedia Development V2.0
BPCh Program Management transitions to DAU.
BPCh Concept Phase and Full Scale Development. V1.0 first phase deployed (MAR 08) with practice content for Systems Engineering (SE) and Software Acquisition Management (SAM)
V2.0 development Add Con, Log, PM
V3.0 development Add BCEFM, Reqts
C-STAR 30 SEP 07
TriZenter (3 screen) capability
V1.0 Web-enabled IFC deployed JUL 05
V2.0 IFC
V4.0 AKSS migrated to SharePoint 2003
Commence development of DAP & Web Services
Defense ACQ Portal (DAP) Development (targeted MAR 09
Add Web Parts/Services & Personalization
ACQuire Search Capability Deployed JUL 05
Video search study – Not affordable now finding
Multimedia Ctr (Webcasts, Living Library Podcasts) JAN 07
ACQuire developed for FAI
Advanced Search study – Focus on Video Search and personalized search
CLMs transition to Virtual Campus
Cohort Training
Simulation/ Gaming
LCMS Deployed
ELA development of LEADR(s) – Atlas, BlackBoard, Living Library, CRMS

Present KM Systems

- **AT&L Knowledge Management System: (of Systems)**
  - **AT&L Knowledge Sharing System (AKSS)**
  - **Ask-A-Professor (AAP)**
  - **Defense Acquisition Guidebook (DAG)**
  - **Acquisition Community Connection (ACC)**
  - **Integrated Framework Chart (IFC)**
  - **Best Practices Clearinghouse (BPCh)**
  - **ACQuire Search and Discovery**

Click on AKMS info button for videos, briefs and tutorials on all AKMS systems at https://acc.dau.mil/at&Lkm

Learn. Perform. Succeed.

Focus of KS Initiatives

- Offer relevant on-demand learning assets that plays in the workforce local environment – their portal
- Deliver easily consumable relevant learning assets to the local venue
- Foster greater participation and engagement of workforce in the acquisition knowledgebase – learning and sharing across organizations.
- Promote collaboration across Services and Agencies via social networking tools

New Capability Demonstrations

Defense Acquisition Portal - game plan is not to compete with Service and local portals but to provide a choice of dynamic acquisition content to customize their sites

- **Acquisition Services and Systems and AT&L Living Library**

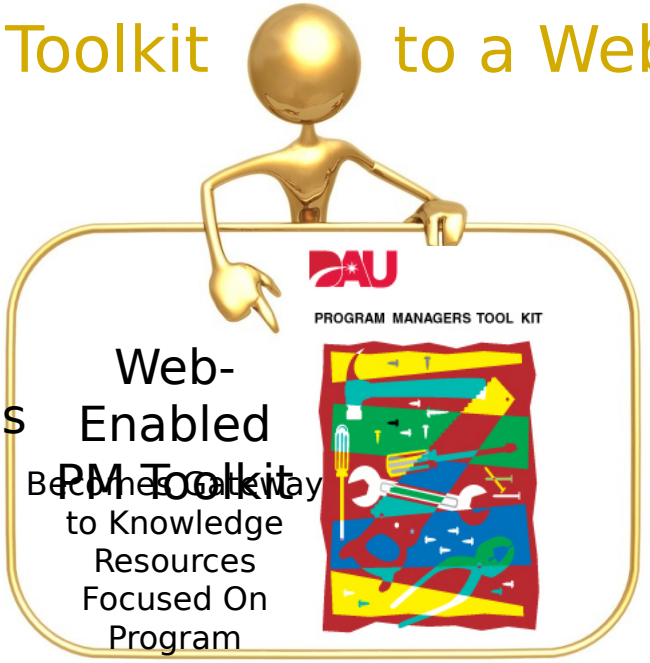
ACQuipedia - mass collaboration, sharing, and increased user participation.

DAU in iTunesU – Most Living Library content transferred to ITunesU

What's In The Future?

- **Building More Performance Learning Tools (PLTs) inside the ACC CoP tool**
  - **Leveraging ALL DoD/DAU assets.**
  - **Leveraging Web 2.0 capabilities**
  - **Major new product line for DAU Starting in FY09**
  - **Develop Major Program Toolkit expanding upon PM Toolkit (14th Edition)**
    - **Separate tools for all required Plans and Analysis Documents**
  - **Web enable all major Guidebooks**

ringing Existing PM Toolkit to a Web 2.0 Environment



Development of Performance Learning Tools That Can Support Toolkit

Web-Enabled PM Toolkit

Becomes Gateway to Knowledge Resources Focused On Program Managers

Integration of Program Success Factors and Other Existing Tools

Hard-Copy PM Toolkit Already References Some Online Tools

ACQuipedia Articles Provide Additional Assets